## Listing of Claims

1.  (Currently Amended) A computer implemented method for surveying a plurality of users with a sequence of questions that is automatically tailored per user to create a corresponding individualized compensation report, comprising the steps of:

    creating with a computer implemented survey engine for each of said users a corresponding user profile containing a tailored sequence of questions and corresponding answers, said tailored sequence of questions directed towards determination of job information, career information, and potential profile matches responsive of a user profile and one or more affinity groups of said user;

    creating with said computer implemented survey engine, at least periodically, said one or more affinity groups for said users responsive of each of said corresponding user profiles, each of said one or more affinity groups having at least one user profile in an affinity group, said one or more affinity groups being created independent of the order in which said tailored sequence of questions is presented to a user;

    associating, with said computer implemented survey engine, each user profile with at least one affinity group;

    presenting to each user, with a collaborative filtering engine of said computer implemented survey engine, a sequence of questions from a source containing a plurality of different questions, said sequence of questions and order of each question in said sequence of questions being independently, asynchronously, and dynamically tailored for each and every user on an individual basis responsive to both an answer received from each individual user to a question previously presented to said individual user and a particular affinity group or combination of affinity groups to which a profile of said individual user is associated;

and

storing said user profile of said each user in a storage associated with said
5    computer implemented survey engine;

the steps repeated at least once more per user;

based upon said individual's response to said sequence of questions, said
10    collaborative filtering engine of said computer implemented survey engine
determining when no additional questions should be presented to said individual;

responsive to an individual's answers  to said sequence of questions, said
collaborative filtering engine of said computer implemented survey engine
15    capturing profile attributes comprising targeted compensation variables with
regard to said individual user's profile;

such that a personalized compensation report, which includes job information,
career information, compensation, and potential profile matches, is generated for
20    a user responding to said tailored sequence of questions responsive of a request
from said user to generate said report; and

such that new affinity groups are created by the computer implemented survey
engine when applicable as additional users respond to respective tailored
25    sequence of questions.

2. – 3. (Cancelled)

4. (Previously Presented) The method of Claim 1, wherein at least one particular
30    subsequent question from said sequence of  questions is presented because of at

least one of:

popularity of said subsequent questions within said particular affinity group or combination of said affinity groups;

as a most frequently answered subsequent question within said particular

5　affinity group or combination of said affinity groups; and

as a most recently answered subsequent question within said particular affinity group or combination of said affinity groups.

5. (Previously Presented) The method of Claim 1, wherein at least one question is

10　capable of receiving an answer from said user that comprises an open text.

6. (Previously Presented) The method of Claim 5, wherein said open text allows said user to add a new answer value for said question.

15　7. (Previously Presented) The method of Claim 6, wherein said new answer is used as one of a plurality of possible answers to said question when said question is subsequently posed to a second user.

8. (Previously Presented) The method of Claim 1, wherein a question comprises

20　at least two possible answers.

9. (Original) The method of Claim 8, wherein said user may select more than one answer to said question.

25　10. (Previously Presented) The method of Claim 8, wherein said at least two possible answers are presented because of at least one of:

popularity of an answer within said particular affinity group or combination of said affinity groups;

as a most frequent answer within said particular affinity group or

30　combination of said affinity groups; and

as a most recent answer within said particular affinity group or combination of said affinity groups.

11. (Previously Presented) The method of Claim 1, wherein said method further comprises the step of:

filtering said user profile, wherein said filtering comprises the application of a rules engine that compares said user profile to a set of predefined criteria.

12. (Cancelled)

13. (Previously Presented) The method of Claim 11, wherein said filtering step further comprises the step of:

modifying without user intervention an answer to said question based on at least one of:

predetermined criterion;

at least one filtering rule;

consistency with previously answered questions;

consistency with all answered questions; and

consistency with answers of said particular affinity group or combination of said affinity groups.

14. (Previously Presented) The method of claim 13, wherein said modification comprises at least one of omission of said answer, and tagging said user profile as inactive.

15. (Previously Presented) The method of Claim 1, further comprising the steps of:

periodically creating a new affinity group by associating at least one user profile of said users to said new affinity group.

16. – 17. (Cancelled)

18. (Original) The method of Claim 1, further comprising the step of:

    providing a report.

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19. (Previously Presented) The method of Claim 18, wherein generation of said report is constrained by one or more constraints comprising at least one of:

    an attribute of said user profile; and

    a reporting goal.

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20. (Original) The method of Claim 19, wherein said goal comprises at least one of:

    a profile attribute value;

    a range of profile attribute values;

15    a Boolean value reflective of a set of values;

    a Boolean value reflective of a set of non-values;

    a date range;

    a minimum count of matching profiles;

    a maximum count of matching profiles;

20    a question filter;

    an affinity filter; and

    a match score threshold.

21. (Original) The method of Claim 19, further comprising the step of:

25    weighting said constraints to provide a match score.

22. (Previously Presented) The method of Claim 19, said step of providing said report comprising the steps of:

    matching between at least a matchfield of said goal and a corresponding

30 matchfield of at least one of an affinity group and a user profile, and

generating a match score.

23. (Original) The method of Claim 22, further comprising the step of:

determining at least one best match from a plurality of possible matches.

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24. (Original) The method of Claim 23, further comprising the step of:

arranging matches by order of match score, said order being grouped to at least two levels of matches, based on said score.

10    25. (Original) The method of Claim 22, said step of matching further comprising the step of:

providing an aggregated score for said matching step; and

weighting the importance of including said match in said report.

15    26. (Previously Presented) The method of Claim 24, said step of matching further comprising the step of:

classifying each match score as one of:

deterministic to meeting said goal; and

non-deterministic to meeting said goal.

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27. (Original) The method of Claim 19, wherein said goal is any of:

a personal goal, wherein said personal goal is a result of a plurality of user inputs pertaining to personal aspirations; and

an external goal, wherein said external goal is a result of a plurality of

25    arbitrary inputs.

28. (Original) The method of Claim 27, wherein said aggregated information comprises statistical information.

30    29. (Original) The method of Claim 27, wherein a report resulting from a personal

goal comprises:

a comparison of a user having said user profile to at least one of:

a plurality of user profiles; and

an affinity group.

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30. (Currently Amended) A computer implemented method for performing a compensation survey of a plurality of users with a sequence of questions that is automatically tailored per user to create a corresponding individualized compensation report, comprising the steps of:

10        creating, with a computer implemented survey engine, for each of said users a corresponding user profile containing a tailored sequence of questions and corresponding answers, said tailored sequence of questions directed towards determination of job information, career information, and potential profile matches responsive of a user profile and one or more affinity groups of said user;

15        creating, with said computer implemented survey engine, one or more affinity groups for said users responsive of said corresponding user profile, each of said one or more affinity groups having at least one user profile in an affinity group, said one or more affinity groups being created independent of the order in which said tailored sequence of questions is presented to a user;

20        associating, with said computer implemented survey engine, each user profile with at least one existing affinity group;

presenting to each user, with a collaborative filtering engine of said computer implemented survey engine, a sequence of questions from a source containing a plurality of different questions, said sequence of questions and order

25    of each question in said sequence of questions being independently, asynchronously, and dynamically tailored for each and every user on an individual basis responsive to both an answer received from each individual user to a question previously presented to said individual user and a particular affinity group or combination of affinity groups with which a profile of said individual user is

30    associated;

and

storing said user profile of said each user in a storage associated with said computer implemented survey engine;

wherein said affinity group comprises at least one of:

5      profession;

compensation;

compensation range;

experience;

experience range;

10     position; and

position range;

the steps repeated at least once more per user;

15     based upon said individual's response to said sequence of questions, said collaborative filtering engine of said computer implemented survey engine determining when no additional questions should be presented to said individual;

responsive to an individual's answers to said sequence of questions, said

20     collaborative filtering engine of said computer implemented survey engine capturing profile attributes comprising targeted compensation variables with regard to said individual user's profile;

such that a personalized compensation report, which includes job information,

25     career information, compensation, and potential profile matches, is generated for a user responding to said tailored sequence of questions responsive of a request from said user to generate said report; and

such that new affinity groups are created by the computer implemented survey

30     engine when applicable as additional users respond to respective tailored

sequence of questions.

31. – 47. (Cancelled)

5    48. (Original) The method of Claim 30, further comprising the step of:

    providing a compensation report.

49. (Original) The method of Claim 48, said compensation report is constrained by
at least one of:

10        an attribute of said user profile; and

    a reporting goal.

50. (Cancelled)

15    51. (Original) The method of Claim 49, said goal comprising at least one of:

    a desired compensation;

    a desired range of compensation;

    a desired geographic location;

    a desired firm; and

20    a desired range of firms.

52. – 56. (Cancelled)

57. (Original) The method of Claim 49, said goal comprising any of:

25        a personal goal, wherein said personal goal is a result of a plurality of user
inputs pertaining to personal aspirations; and

    an external goal, wherein said external goal is a result of a plurality of
arbitrary inputs.

30    58. (Original) The method of Claim 57, said personal goal comprising at least one

of:

    compensation;

    compensation range;

    salary;

5    salary range;

    geographic location;

    position; and

    position range.

10   59. (Cancelled)

60. (Previously Presented) The method of Claim 30, wherein a report displaying statistical information comprises at least one of:

    average salary;

15   median compensation;

    median salary;

    salary percentile;

    standard deviation;

    trend;

20   profile count;

    most frequent compensation; and

    most frequent salary.

61. (Cancelled)

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62. (Original) The method of Claim 30, said compensation comprising at least one of:

    annual salary;

    monthly salary;

30   weekly salary;

hourly rate;

bonus;

tip;

benefits; and

5          vacation time.


63. – 91. (Cancelled)


92. (Currently Amended) A computer implemented method for surveying a

10     plurality of users with a sequence of questions that is automatically tailored per

user to create a corresponding individualized compensation report, comprising the

steps of:

presenting to each user, with a collaborative filtering engine of a computer

implemented survey engine, a tailored sequence of questions that is

15     independently, asynchronous, and dynamically tailored for each and every user of

the plurality of users on an individual basis from a source containing a plurality of

different questions, each user's answer to each of said sequence of questions

being stored in a corresponding user profile, said tailored sequence of questions

directed towards determination of job information, career information, and

20     potential profile matches responsive of a user profile and one or more affinity

groups of said user;

determining periodically, with said computer implemented survey engine,

an affinity of each of said corresponding user profile to compensation within one

or more affinity groups, wherein each affinity group comprises a plurality of user

25     profiles and wherein a user profile corresponds to at least one affinity group, said

one or more affinity groups being created independent of the order in which said

tailored sequence of questions is presented to a user;

receiving answers from each user;

filtering said user profile, with a collaborative filtering engine of said

30     computer implemented survey engine, wherein said filtering further comprises the

application of a rules engine that compares said user profile to a set of predefined criteria;

    modifying an answer if it is inconsistent with at least one of:

        said user profile; and

5        said affinity group;

wherein determining an appropriate next question for said sequence of questions to be presented to said user on an individual basis, said appropriate next question, and a specific order in which said sequence of said questions are presented to each said user, being determined on an individual, user-by-user

10  basis based on at least a particular affinity group or combination of affinity groups to which said user profile is associated and an answer to a previously presented question; and

based upon said individual's response to said sequence of questions, said

15  collaborative filtering engine of said computer implemented survey engine determining when no additional questions should be presented to said individual;

responsive to an individual's answers  to said sequence of questions, said collaborative filtering engine of said computer implemented survey engine

20  capturing profile attributes comprising targeted compensation variables with regard to said individual user's profile;

such that a personalized compensation report, which includes job information, career information, compensation, and potential profile matches, is generated for

25  a user responding to said tailored sequence of questions responsive of a request from said user to generate said report; and

such that new affinity groups are created by the computer implemented survey engine when applicable as additional users respond to respective tailored

30  sequence of questions.

93. (Previously Presented) The method of claim 92, further comprising the steps of:

at least periodically checking all user profiles; and

5          attempting to generate at least an affinity group, wherein said affinity group comprises at least a user profile.


94. – 95. (Cancelled)


10   96. (Previously Presented) The method of Claim 92, wherein a next question in said sequence of questions is determined based on at least one of:

popularity of said question within said particular affinity group or combination of said affinity groups;

a most frequently answered question within said particular affinity group or

15   combination of said affinity groups; and

a most recently answered question within said particular affinity group or combination of said affinity groups; and

in relation to said question.


20   97. (Original) The method of Claim 94, further comprising the step of:

querying any of a database of a plurality of user profiles and a database of a plurality of affinity groups for a statistical report.


98. (Previously Presented) The method of Claim 97, wherein said statistical report

25   comprises at least one of:

average salary;

median compensation;

median salary;

salary percentile;

30          standard deviation;

trend;

profile count;

most frequent compensation; and

most frequent salary.

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99.– 110. (Cancelled)